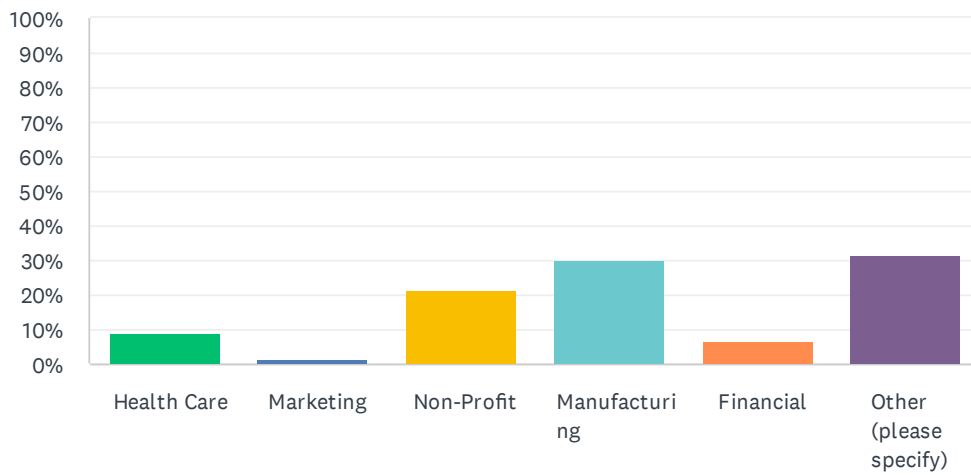


## Q1 What industry is your company?

Answered: 121    Skipped: 0



| ANSWER CHOICES         | RESPONSES |            |
|------------------------|-----------|------------|
| Health Care            | 9.09%     | 11         |
| Marketing              | 1.65%     | 2          |
| Non-Profit             | 21.49%    | 26         |
| Manufacturing          | 29.75%    | 36         |
| Financial              | 6.61%     | 8          |
| Other (please specify) | 31.40%    | 38         |
| <b>TOTAL</b>           |           | <b>121</b> |

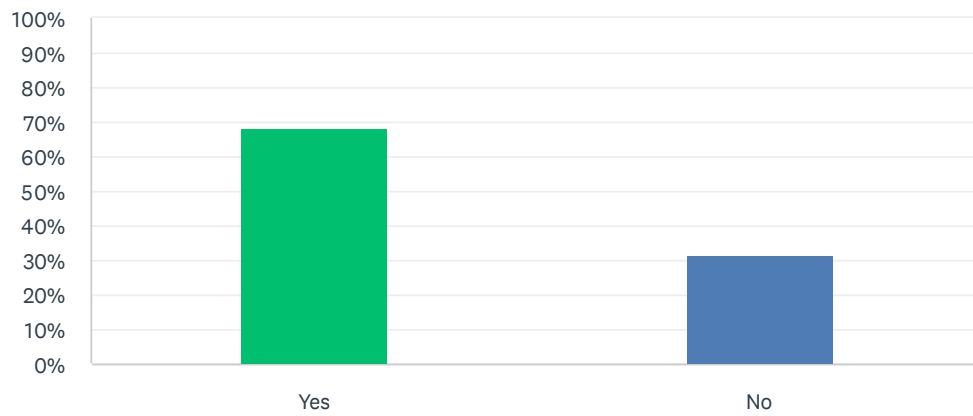
| #  | OTHER (PLEASE SPECIFY)    | DATE               |
|----|---------------------------|--------------------|
| 1  | Distribution              | 12/7/2022 12:48 PM |
| 2  | hospitality/entertainment | 12/6/2022 12:35 PM |
| 3  | IT                        | 12/6/2022 8:54 AM  |
| 4  | Education                 | 12/6/2022 8:42 AM  |
| 5  | Sourcing & Distribution   | 12/5/2022 4:08 PM  |
| 6  | Utility                   | 12/5/2022 12:54 PM |
| 7  | Security Services         | 12/5/2022 12:47 PM |
| 8  | Wholesale                 | 12/5/2022 11:20 AM |
| 9  | Wholesale                 | 12/5/2022 10:51 AM |
| 10 | wellness                  | 12/5/2022 10:49 AM |
| 11 | Ag retail                 | 12/5/2022 10:33 AM |
| 12 | retail                    | 12/5/2022 10:04 AM |
| 13 | warehousing               | 12/5/2022 9:22 AM  |

## Inclement Weather Policies

|    |  |                   |
|----|--|-------------------|
| 14 | distribution   | 12/5/2022 9:14 AM |
| 15 | Construction   | 12/5/2022 9:06 AM |
| 16 | sales  | 12/5/2022 8:56 AM |
| 17 | Distribution   | 12/5/2022 8:45 AM |
| 18 | Sports & Entertainment   | 12/5/2022 8:40 AM |
| 19 | IT   | 12/5/2022 8:32 AM |
| 20 | Engineering Consulting Services                                  | 12/5/2022 8:32 AM |
| 21 | Freight Forwarder / Warehouse                                    | 12/5/2022 8:31 AM |
| 22 | Construction   | 12/5/2022 8:30 AM |
| 23 | Professional services - public accounting                        | 12/5/2022 8:28 AM |
| 24 | Utility  | 12/5/2022 8:28 AM |
| 25 | Education  | 12/5/2022 8:22 AM |
| 26 | Transportation   | 12/5/2022 8:19 AM |
| 27 | Construction   | 12/5/2022 8:17 AM |
| 28 | Aerospace  | 12/5/2022 8:15 AM |
| 29 | County Government  | 12/5/2022 8:14 AM |
| 30 | transportation   | 12/5/2022 8:12 AM |
| 31 | distribution   | 12/5/2022 8:11 AM |
| 32 | Construction   | 12/5/2022 8:08 AM |
| 33 | Both an educational trade association & media/publishing company | 12/5/2022 8:08 AM |
| 34 | agriculture  | 12/5/2022 8:07 AM |
| 35 | Architecture   | 12/5/2022 8:05 AM |
| 36 | farming  | 12/5/2022 8:05 AM |
| 37 | Sales  | 12/5/2022 8:04 AM |
| 38 | Construction   | 12/5/2022 8:04 AM |

## Q2 Does your organization have an inclement weather policy?

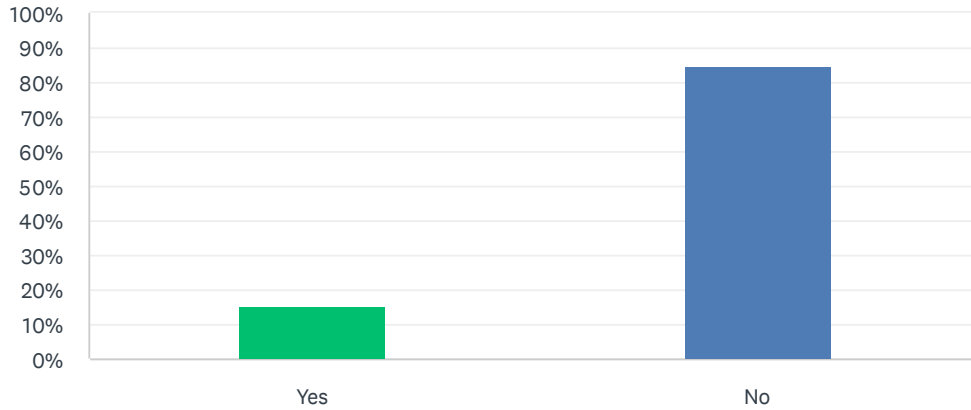
Answered: 118 Skipped: 3



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 68.64%    | 81  |
| No             | 31.36%    | 37  |
| TOTAL          |           | 118 |

### Q3 Does your policy include a "cut off time" to allow for late arrivals during inclement weather?

Answered: 105   Skipped: 16



| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 15.24%    | 16  |
| No             | 84.76%    | 89  |
| TOTAL          |           | 105 |

## Q4 If so, what is the timeframe your organization follows?

Answered: 48 Skipped: 73

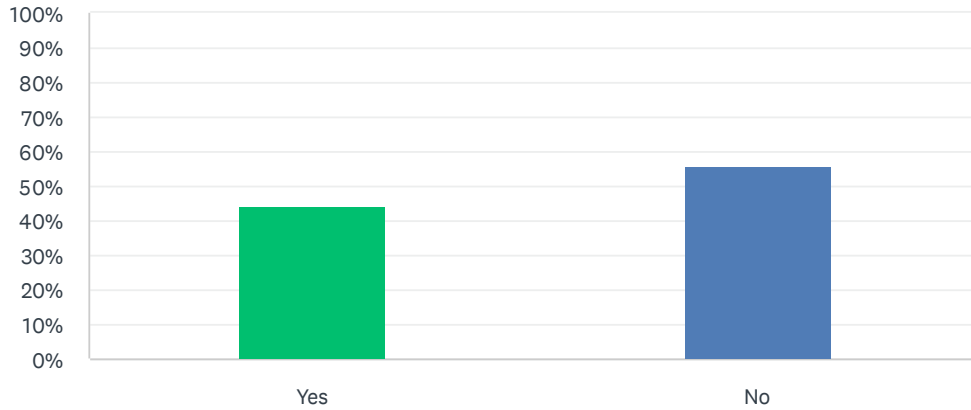
| #  | RESPONSES   | DATE               |
|----|---|--------------------|
| 1  | n/a   | 12/7/2022 12:48 PM |
| 2  | n/a   | 12/7/2022 10:34 AM |
| 3  | Late start, or if a person chooses to call in, they can have off but have to take vacation time, but they do not receive an "absence"   | 12/6/2022 1:13 PM  |
| 4  | Varies by location and severity of the the weather...pretty flexible.   | 12/6/2022 9:39 AM  |
| 5  | n/a   | 12/6/2022 9:09 AM  |
| 6  | 2 hour delayed start time   | 12/6/2022 8:55 AM  |
| 7  | Not applicable  | 12/5/2022 4:58 PM  |
| 8  | 2 hours   | 12/5/2022 2:13 PM  |
| 9  | The cut off time is set for each instance of inclement weather as to what is reasonable.  | 12/5/2022 1:36 PM  |
| 10 | no policy, just come as soon as you can   | 12/5/2022 12:55 PM |
| 11 | NOTE: In the even of inclement weather, we sometimes get word to all employees that we will have a delayed start.   | 12/5/2022 12:45 PM |
| 12 | N/A   | 12/5/2022 12:31 PM |
| 13 | whenever they feel safe to drive into the office  | 12/5/2022 11:46 AM |
| 14 | it is determined by the actual inclement weather  | 12/5/2022 10:58 AM |
| 15 | owner sets a new start time   | 12/5/2022 10:47 AM |
| 16 | n/a   | 12/5/2022 10:42 AM |
| 17 | We typically suspend Points for late arrivals and leave it to Supervisor discretion to address any suspected abuse.   | 12/5/2022 10:36 AM |
| 18 | n/a   | 12/5/2022 10:33 AM |
| 19 | We pay for anyone who shows up for their shift.   | 12/5/2022 10:25 AM |
| 20 | Based on weather, patient care needs and for office workers the ability to work from home.  | 12/5/2022 10:15 AM |
| 21 | N/A   | 12/5/2022 10:13 AM |
| 22 | 4AM we review road conditions and weather prior to 6AM 1st shift start time. Operations officer makes the call if we will call off work or keep facility open and leave up to employee discretion on coming in late or calling off with no attendance points given. Must call the line if won't make it in at all though for staffing purposes. No cut off. | 12/5/2022 9:57 AM  |
| 23 | Need to communicate with your supervisor until they arrive. If the facility is open.  | 12/5/2022 9:42 AM  |
| 24 | All employees are salaried and can work from home if the road conditions are hazardous.   | 12/5/2022 9:41 AM  |
| 25 | NA  | 12/5/2022 9:38 AM  |
| 26 | n/A   | 12/5/2022 9:28 AM  |
| 27 | 2 hours from start of shift   | 12/5/2022 9:16 AM  |
| 28 | Please call   | 12/5/2022 9:14 AM  |
| 29 | Every weather event is considered based on severity of ice and snow.  | 12/5/2022 9:11 AM  |

## Inclement Weather Policies

|    |  |                   |
|----|--|-------------------|
| 30 | Employee can report two ours later   | 12/5/2022 9:07 AM |
| 31 | na   | 12/5/2022 9:07 AM |
| 32 | No formal policy, but we allow a lot of flexibility when the weather is bad.   | 12/5/2022 8:54 AM |
| 33 | Notify employees by 6 am of late start of 9 am   | 12/5/2022 8:47 AM |
| 34 | We typically ask that people arrive by 10 am for a delayed start due to inclement weather.   | 12/5/2022 8:41 AM |
| 35 | Decided on case by case basis  | 12/5/2022 8:39 AM |
| 36 | We typically encourage our people to get here as soon as safely possible.  | 12/5/2022 8:39 AM |
| 37 | no timeframe   | 12/5/2022 8:34 AM |
| 38 | Depends on situation   | 12/5/2022 8:34 AM |
| 39 | 2hrs   | 12/5/2022 8:31 AM |
| 40 | FYI - We don't have a policy, but when we see that the weather is bad, we forgive late arrivals. Just making it into work is enough. | 12/5/2022 8:30 AM |
| 41 | No set time.   | 12/5/2022 8:23 AM |
| 42 | We allow people to use their own judgement and do their best to show up by 10 am.  | 12/5/2022 8:20 AM |
| 43 | N/A  | 12/5/2022 8:14 AM |
| 44 | N/A  | 12/5/2022 8:11 AM |
| 45 | As soon as they can get here safe  | 12/5/2022 8:09 AM |
| 46 | Decision is made based on the weather at that time.  | 12/5/2022 8:08 AM |
| 47 | 1 hour   | 12/5/2022 8:07 AM |
| 48 | No   | 12/5/2022 8:06 AM |

## Q5 Does the timeframe vary depending on the severity of the inclement weather?

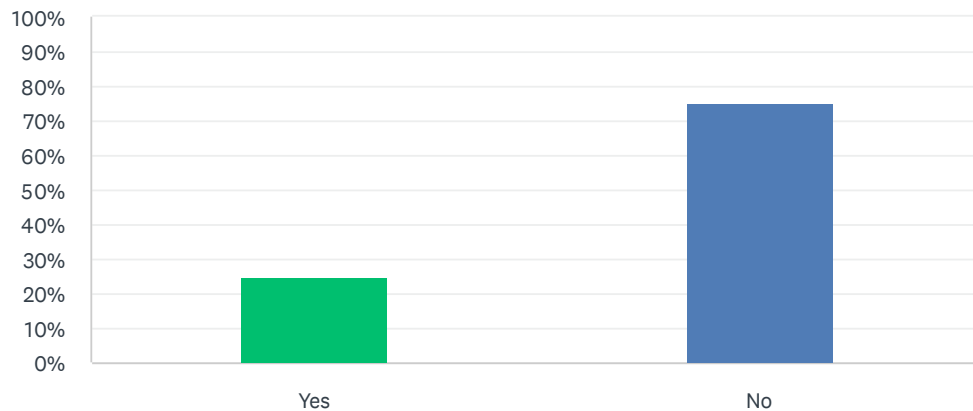
Answered: 77   Skipped: 44



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 44.16%    | 34 |
| No             | 55.84%    | 43 |
| TOTAL          |           | 77 |

Q6 Does your policy state how essential vs non-essential employees are affected during inclement weather? For example, non-essential employees may work remotely, and essential employees must report as scheduled, but may be excused for late arrival.

Answered: 101 Skipped: 20

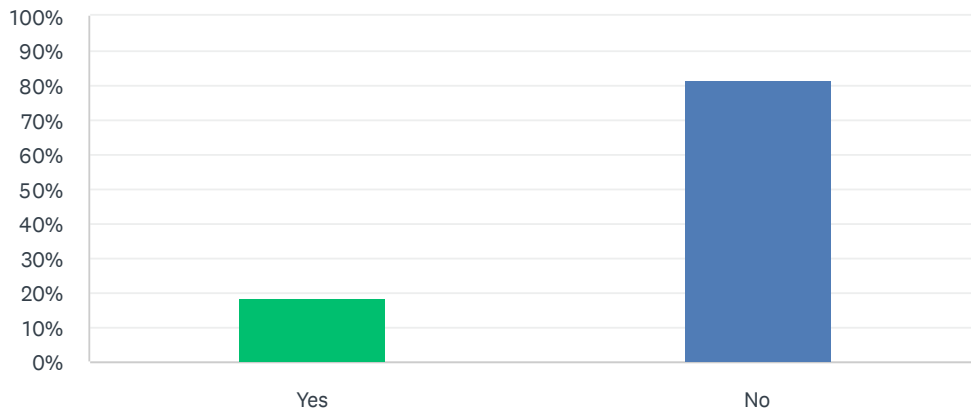


| ANSWER CHOICES | RESPONSES |     |
|----------------|-----------|-----|
| Yes            | 24.75%    | 25  |
| No             | 75.25%    | 76  |
| TOTAL          |           | 101 |



**Q7 Does your organization support the reimbursement of nearby hotel rooms so employees can report to work during inclement weather if they are required to be onsite?**

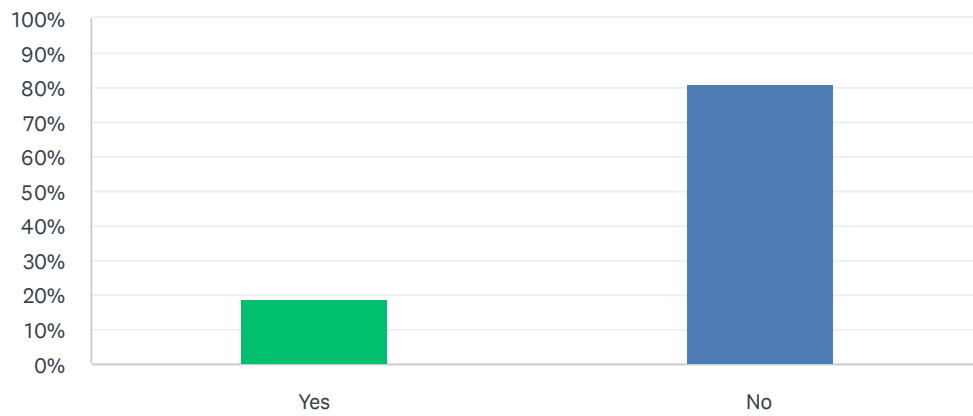
Answered: 98   Skipped: 23



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 18.37%    | 18 |
| No             | 81.63%    | 80 |
| TOTAL          |           | 98 |

## Q8 If so, are all employees eligible?

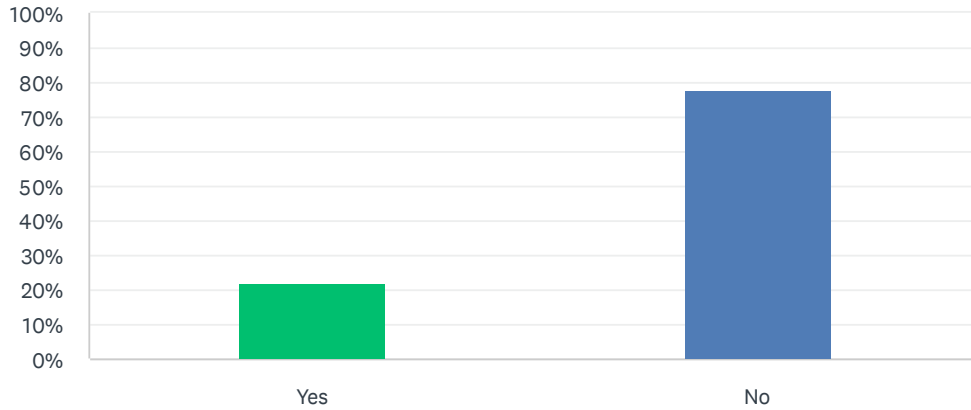
Answered: 47   Skipped: 74



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 19.15%    | 9  |
| No             | 80.85%    | 38 |
| TOTAL          |           | 47 |

## Q9 Does your organization follow a specific weather reporting service to determine when to implement your policy?

Answered: 94 Skipped: 27



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 22.34%    | 21 |
| No             | 77.66%    | 73 |
| TOTAL          |           | 94 |

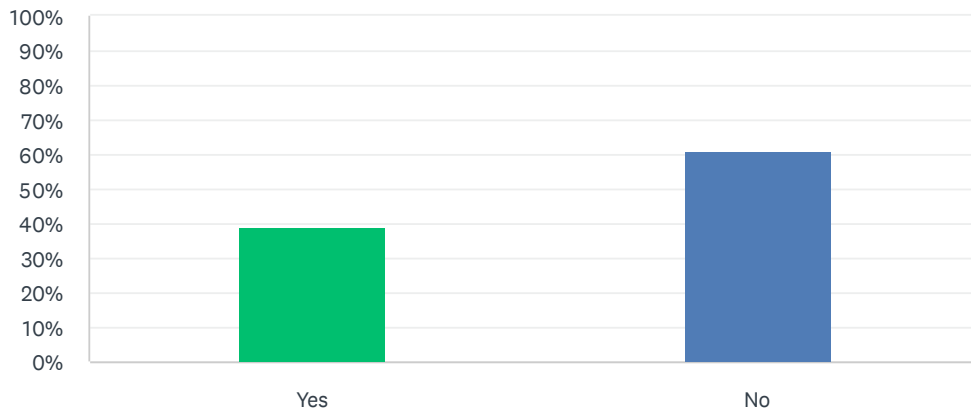
## Q10 If so, which one(s)?

Answered: 31 Skipped: 90

| #  | RESPONSES  | DATE               |
|----|--|--------------------|
| 1  | Local news, Exec. Director makes the decision  | 12/6/2022 1:13 PM  |
| 2  | N/A  | 12/6/2022 9:40 AM  |
| 3  | Local weather personnel  | 12/6/2022 8:45 AM  |
| 4  | We monitor local weather forecasts. If we close for the delay, employees are to work from home.                                  | 12/5/2022 12:46 PM |
| 5  | We monitor school closings as the main indicator, unless there is a local government directive.                                  | 12/5/2022 10:37 AM |
| 6  | n/a  | 12/5/2022 10:33 AM |
| 7  | Local News and State Hwy updates on Road conditions  | 12/5/2022 10:31 AM |
| 8  | Combination of weather outlets   | 12/5/2022 10:16 AM |
| 9  | IDOT road conditions   | 12/5/2022 9:57 AM  |
| 10 | We follow our local TV station, which will air if the facility is open or not.   | 12/5/2022 9:43 AM  |
| 11 | A local school district  | 12/5/2022 9:40 AM  |
| 12 | Look at local school districts   | 12/5/2022 9:29 AM  |
| 13 | Lambert Airport  | 12/5/2022 9:29 AM  |
| 14 | MODOT  | 12/5/2022 9:23 AM  |
| 15 | local news and Scott AFB   | 12/5/2022 9:16 AM  |
| 16 | WGEZ and WJVL Radio  | 12/5/2022 9:16 AM  |
| 17 | National Weather   | 12/5/2022 9:14 AM  |
| 18 | AlertMedia - National Weather Service  | 12/5/2022 9:12 AM  |
| 19 | Local Radio - WJBC   | 12/5/2022 9:11 AM  |
| 20 | National Weather Service, Lincoln IL   | 12/5/2022 9:10 AM  |
| 21 | Local news station   | 12/5/2022 8:48 AM  |
| 22 | KMOV, FOX, NBC   | 12/5/2022 8:48 AM  |
| 23 | Fox 2 News typically.  | 12/5/2022 8:42 AM  |
| 24 | Various  | 12/5/2022 8:40 AM  |
| 25 | The director checks with IDOT and MoDOT for travel info.   | 12/5/2022 8:40 AM  |
| 26 | KMOV   | 12/5/2022 8:31 AM  |
| 27 | Other local school districts, local news stations, our administrators also drive our school area to see what road conditions are | 12/5/2022 8:24 AM  |
| 28 | NA   | 12/5/2022 8:09 AM  |
| 29 | National Weather Service and weather.com   | 12/5/2022 8:09 AM  |
| 30 | National Weather Service   | 12/5/2022 8:07 AM  |
| 31 | n/a  | 12/5/2022 8:07 AM  |

# Q11 Does your organization have a designated phone number for employees to call in to confirm if the facilities are closed or delaying the opening?

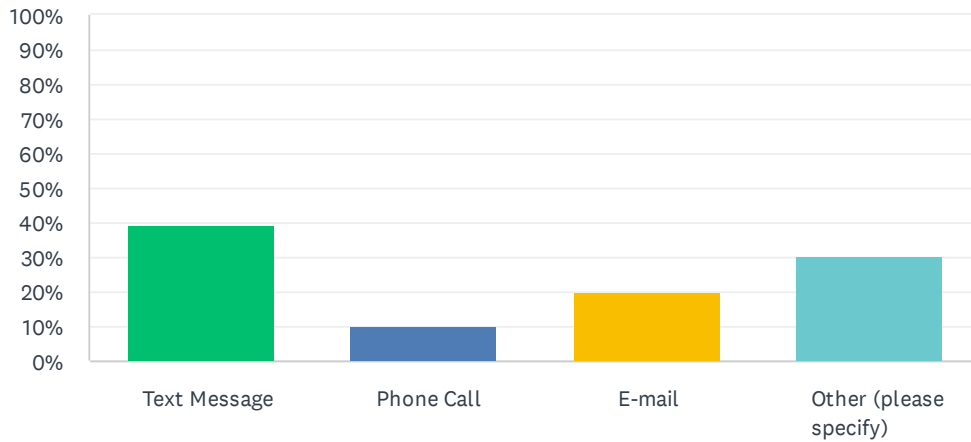
Answered: 95   Skipped: 26



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 38.95%    | 37 |
| No             | 61.05%    | 58 |
| TOTAL          |           | 95 |

## Q12 What method(s) do you use to notify your employees of facility closures, delays, etc?

Answered: 91 Skipped: 30



| ANSWER CHOICES         | RESPONSES |    |
|------------------------|-----------|----|
| Text Message           | 39.56%    | 36 |
| Phone Call             | 9.89%     | 9  |
| E-mail                 | 19.78%    | 18 |
| Other (please specify) | 30.77%    | 28 |
| TOTAL                  |           | 91 |

| #  | OTHER (PLEASE SPECIFY)  | DATE               |
|----|---|--------------------|
| 1  | communication app   | 12/6/2022 12:37 PM |
| 2  | Company website   | 12/5/2022 6:25 PM  |
| 3  | Text & Phone  | 12/5/2022 4:09 PM  |
| 4  | A notification is recorded on a designated telephone line that employees are to call.   | 12/5/2022 12:47 PM |
| 5  | All the above   | 12/5/2022 12:32 PM |
| 6  | we have call in number and the supervisors try to call ee   | 12/5/2022 12:18 PM |
| 7  | email & phone calls   | 12/5/2022 11:48 AM |
| 8  | Notify local radio and tv stations  | 12/5/2022 10:31 AM |
| 9  | GroupMe app   | 12/5/2022 10:12 AM |
| 10 | HRIS has an employee communication method that does push notices to employee through apps on phone or with email as the employee sets-up how they want to received notification alerts. | 12/5/2022 9:59 AM  |
| 11 | Text messages and the local TV station  | 12/5/2022 9:44 AM  |
| 12 | Phone, email, and Teams message   | 12/5/2022 9:27 AM  |
| 13 | Text is available to those employees that opt in for company notices.   | 12/5/2022 9:12 AM  |

## Inclement Weather Policies

|    |  |                   |
|----|--|-------------------|
| 14 | Phone call, email, & post on our website   | 12/5/2022 9:10 AM |
| 15 | All of the above   | 12/5/2022 8:55 AM |
| 16 | facility does not close at any time  | 12/5/2022 8:49 AM |
| 17 | Text Message & Email   | 12/5/2022 8:48 AM |
| 18 | morning news broadcasts - we appear on their ribbons                                       | 12/5/2022 8:43 AM |
| 19 | All of the above   | 12/5/2022 8:41 AM |
| 20 | AAIM Notification is sent to all staff   | 12/5/2022 8:41 AM |
| 21 | all of the above   | 12/5/2022 8:36 AM |
| 22 | AAIM2Connect   | 12/5/2022 8:31 AM |
| 23 | text message, auto phone call, post on social media, notify news stations.                 | 12/5/2022 8:24 AM |
| 24 | We have an automated call system we use. It calls, emails and texts staff to notify staff. | 12/5/2022 8:22 AM |
| 25 | This depends on the business unit - text or call   | 12/5/2022 8:19 AM |
| 26 | Weather line for staff to call with recorded message                                       | 12/5/2022 8:15 AM |
| 27 | Company Facebook Page  | 12/5/2022 8:10 AM |
| 28 | Depending on manager's preference. Employees can be notified via text, phone or email.     | 12/5/2022 8:10 AM |

## Q13 How far in advance do you notify your employees of facility closures, delays, etc?

Answered: 77 Skipped: 44

| #  | RESPONSES  | DATE               |
|----|--|--------------------|
| 1  | as much as possible  | 12/7/2022 10:35 AM |
| 2  | Typically the morning of   | 12/6/2022 1:47 PM  |
| 3  | asap   | 12/6/2022 1:14 PM  |
| 4  | varies   | 12/6/2022 12:37 PM |
| 5  | Varies   | 12/6/2022 9:40 AM  |
| 6  | Facilities do not close as we are residential.   | 12/6/2022 9:10 AM  |
| 7  | 2 hours  | 12/5/2022 4:59 PM  |
| 8  | Depends on weather   | 12/5/2022 4:10 PM  |
| 9  | Day before   | 12/5/2022 2:14 PM  |
| 10 | Day of with the weather number   | 12/5/2022 1:37 PM  |
| 11 | ASAP   | 12/5/2022 12:57 PM |
| 12 | As soon as we make that determination, based on local weather forecasts  | 12/5/2022 12:48 PM |
| 13 | As far in advance as possible. Ideally, we try to confirm and notify of closure the night before.  | 12/5/2022 12:32 PM |
| 14 | based on actual weather conditions, but generally no more than one shift ahead.  | 12/5/2022 12:19 PM |
| 15 | as much notice as we can   | 12/5/2022 11:48 AM |
| 16 | as early as possible   | 12/5/2022 10:59 AM |
| 17 | as soon as possible  | 12/5/2022 10:50 AM |
| 18 | Depends!   | 12/5/2022 10:48 AM |
| 19 | couple of hours  | 12/5/2022 10:48 AM |
| 20 | As soon as practical   | 12/5/2022 10:37 AM |
| 21 | just depends on a case by case basis   | 12/5/2022 10:34 AM |
| 22 | As soon as a decision has been made at least 2 hours prior to shift start if all possible  | 12/5/2022 10:32 AM |
| 23 | As soon as the decision is made...may vary   | 12/5/2022 10:27 AM |
| 24 | 2-3 hours  | 12/5/2022 10:17 AM |
| 25 | Varies depending on the situation  | 12/5/2022 10:12 AM |
| 26 | As soon as we can. If we close and do not allow at least 1 hour's notice, we pay team members for the day.   | 12/5/2022 9:59 AM  |
| 27 | Day prior, we tell employees to watch for the HRIS weather announcement to be posted by 4AM if weather is anticipated to be bad the following day. | 12/5/2022 9:59 AM  |
| 28 | As early as possible, usually no longer than 6:30 am that day.   | 12/5/2022 9:45 AM  |
| 29 | The morning of   | 12/5/2022 9:40 AM  |
| 30 | NA - in 3 years we have never shut down  | 12/5/2022 9:39 AM  |



## Inclement Weather Policies

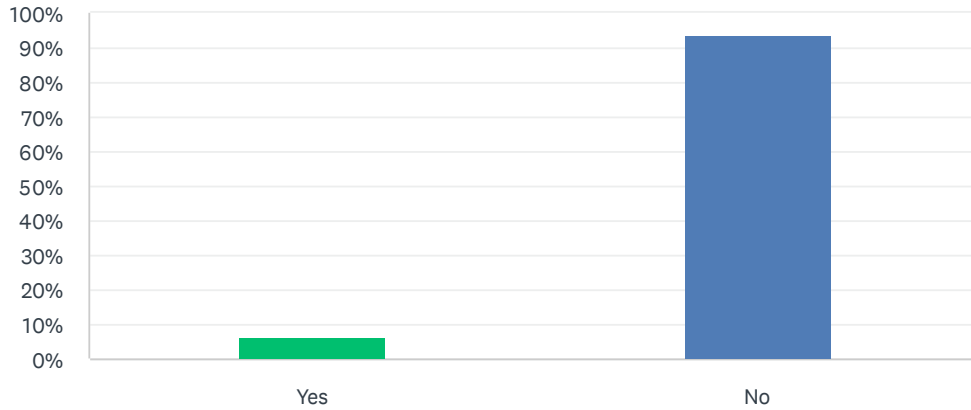
|    |  |                   |
|----|--|-------------------|
| 31 | As soon as possible, but typically morning of closure  | 12/5/2022 9:30 AM |
| 32 | 12 hours if possible   | 12/5/2022 9:30 AM |
| 33 | Warning of potential weather & reminder of protocol - 1 day in advance   | 12/5/2022 9:27 AM |
| 34 | when determined  | 12/5/2022 9:23 AM |
| 35 | 30 minutes   | 12/5/2022 9:19 AM |
| 36 | most of our employees are setup to work remote except the admin so we don't actually ever close. We leave it up to the descretion of each employee to determine if they come in or work from home. | 12/5/2022 9:18 AM |
| 37 | 2 hours prior  | 12/5/2022 9:17 AM |
| 38 | By 6 am day of event   | 12/5/2022 9:16 AM |
| 39 | immediately after decision made. depends upon severity   | 12/5/2022 9:15 AM |
| 40 | As soon as possible, although advance notice may not be applicable.  | 12/5/2022 9:13 AM |
| 41 | 2-4 hours before start of shift  | 12/5/2022 9:12 AM |
| 42 | We try to make the decision by 5 AM. School starts at 7:30 AM.   | 12/5/2022 9:12 AM |
| 43 | As soon as possible, but a minimum of one hour prior to their shift start time.  | 12/5/2022 9:09 AM |
| 44 | Three hours  | 12/5/2022 9:09 AM |
| 45 | Varies   | 12/5/2022 8:55 AM |
| 46 | n/a  | 12/5/2022 8:49 AM |
| 47 | 6 am   | 12/5/2022 8:49 AM |
| 48 | 6:00am day of  | 12/5/2022 8:49 AM |
| 49 | as much as possible, but sometimes not until that morning  | 12/5/2022 8:44 AM |
| 50 | We try to do it by 6 am  | 12/5/2022 8:43 AM |
| 51 | Our day starts at 8 a.m. and notification is made between 6 and 6:15 a.m.  | 12/5/2022 8:42 AM |
| 52 | By 6 AM  | 12/5/2022 8:41 AM |
| 53 | depends on when we know  | 12/5/2022 8:38 AM |
| 54 | typically the morning of   | 12/5/2022 8:37 AM |
| 55 | As soon as a decision is made.   | 12/5/2022 8:37 AM |
| 56 | Night before or Morning of   | 12/5/2022 8:36 AM |
| 57 | as soon as it makes sense given forecast   | 12/5/2022 8:36 AM |
| 58 | Situational dependent  | 12/5/2022 8:34 AM |
| 59 | 24HRS  | 12/5/2022 8:32 AM |
| 60 | Depends on the situation. Since we don't have a written policy on it, we play it by ear.   | 12/5/2022 8:32 AM |
| 61 | We rarely close, so notice is given as soon as it is decided   | 12/5/2022 8:27 AM |
| 62 | As far as possible. Try at a minimum of 2 hours.   | 12/5/2022 8:25 AM |
| 63 | Try to at least the day before, but at minimum by 7 am the day of. We open at 8 am   | 12/5/2022 8:25 AM |
| 64 | It depends on the storm. Most times, we notify by 6 a.m. of the day of closure.  | 12/5/2022 8:23 AM |
| 65 | We try to do it by the close of business the day before the weather event; if not possible then as soon as inclement weather is evident.   | 12/5/2022 8:18 AM |
| 66 | 1 hour   | 12/5/2022 8:15 AM |
| 67 | At least 1 hour before they are to report.   | 12/5/2022 8:15 AM |

## Inclement Weather Policies

|    |  |                   |
|----|--|-------------------|
| 68 | No later than 6am the day of   | 12/5/2022 8:13 AM |
| 69 | Day of   | 12/5/2022 8:11 AM |
| 70 | As soon as we can. Unpredictable.  | 12/5/2022 8:11 AM |
| 71 | As far in advance as possible.   | 12/5/2022 8:11 AM |
| 72 | Day prior  | 12/5/2022 8:10 AM |
| 73 | On the day of  | 12/5/2022 8:10 AM |
| 74 | Night before or morning of   | 12/5/2022 8:08 AM |
| 75 | We typically don't close. It is to the discretion of the employee and the supervisor as to whether the employee comes in office, works remotely or takes paid time off | 12/5/2022 8:08 AM |
| 76 | up to the minute   | 12/5/2022 8:07 AM |
| 77 | Try to give 2 hour notice  | 12/5/2022 8:05 AM |

## Q14 Does your organization promote any sort of incentives to encourage employees to come to work during inclement weather?

Answered: 92 Skipped: 29



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 6.52%     | 6  |
| No             | 93.48%    | 86 |
| TOTAL          |           | 92 |